

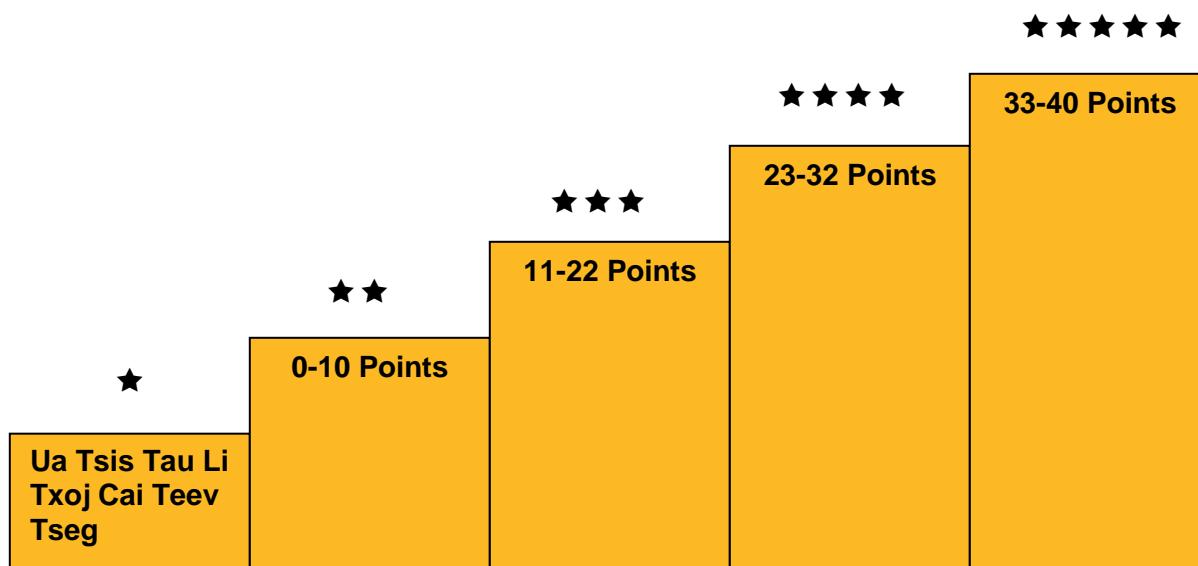


Qhia Meej Cov Point Ntsuas Qhov Ua Tau Zoo QUALITY INDICATOR POINT DETAIL

3-4-2013

Kab 2 – Zov Me Nyuam Pab Pawg¹

Ntaus Nqi Qhov Ua Tau Zoo thiab Txhim Kho Kab Ke Tag Nrho Tus Qauv



Cov kev zov me nyuam ua tsis tau raws txoj cai yuav tsis tau txais cov points hauv YoungStar kom txog rau thaum ua tau raws txoj cai ntawm daim ntaww tso cai thiab ntaww pov thawj.

Nws yog ib qho tseem ceeb heev tias Wisconsin txhim kho txoj kev zov me nyuam kom zoo. YoungStar yuav pab Wisconsin cov kev zov me nyuam hnub nyog kawm ntaww txhawm rau txhim kho lawv qhov ua tau zoo uas yog qhov tseem ceeb ntawm kev txhim kho cov txiaj ntsig tau rau me nyuam kom zoo dua qub. YoungStar yog ua raws li kev tshawb fawb thiab lwm lub xeev tej kev tau ntsib thiab tau ua los mus tsim cov qauv ntsuas (criteria) uas yog: tau los ntawm kev tshawb fawb (research-based), ncaj nruab nrab (objective), thiab tshuaj xyuas tau (verifiable) mus tsis tu ncuia.

Tsab ntawv no piav txog yam (categories) uas tau txais cov points hauv YoungStar. Txhua qhov chaw zov me nyuam muab rab peev xwm tau txais siab txog 40 points rau plaub yam (four categories) – kev kawm ntaww (Thawj Kws Qhia Ntaww thiab Thawj Coj), ib puag ncig chaw kawm thiab cov phau ntaww kawm; dej num thiab kev tshaj lij coj ua; thiab kev noj qab haus huv thiab muaj dag zog zoo. Feem ntau, thaum lo lus “neeg ua hauj lwm” tau raug muab los siv rau hauv nqe lus Pab Pawg zov me nyuam, nws txhais tau tias yog cov Thawj Kws Qhia Ntaww thiab cov Thawj Coj. Nws muaj cov points uas yuav tsum ua kom tau rau ib ntawm txhua yam (categories) thiab ntau tus points uas xaiv ua tau ntxiv (optional points) uas cov chaw zov me nyuam xav tau nce siab ntxiv.

Cov duab taw hauv qab no qhia pom tag nrho txhua yam (categories) thiab cov points ua tau hauv txhua yam.

Yam Uas Tau Txais Cov Points	Cov Points Ua Tau
Pab Pawg Kws Qhia Ntaww Cov Kev Kawm Muaj Cuab Kav Ua Tau (Qualifications)	0-9
Pab Pawg Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau (Qualifications)	0-6
Ib Puag Ncig Chaw Kawm thiab Cov Phau Ntaww Kawm	0-13
Dej Num Thiab Kev Tshaj Lij Coj Ua	0-7
Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo	0-5
Tag Nrho	0-40 points

¹ Kab lus no yog cov muaj ntawv tso cai zov me nyuam pab pawg cov muaj hnub nyog txij thaum yug txog 12 xyoos .

Kev Lees Paub Ua Raug Cai (Accreditation): Lwm Txoj Hauv Kev Rau Plaub los sis Tsib Lub Hnub Qub

YoungStar muab ib txoj hauv kev rau kev ntaus nqi mus txog 4 lub hnub qub los sis 5 lub hnub qub rau cov zov me nyuam uas tau raug lees paub ua raug cai (accredited). Cov kev lees paub ua raug cai (accreditations) tau los ntawm National Accreditation Commission (NAC) thiab lub Nroog Madison tau txais kev pom zoo lees txais yuav mus siab txij 5 lub hnub qub. Qhov kev lees paub ua raug cai tau los ntawm Council on Accreditation (COA) tau txij 4 lub hnub qub txawm li cas los, yog tias qhov kev zov me nyuam ua tau zoo haum rau 5 lub hnub qub qhov ua tau zoo raws cov qauv kev kawm (rau cov Thawj Kws Qhia Ntawv thiab tusThawj Coj), qhov kev zov me nyuam kuj yuav tau txais kev ntaus nqi rau 5 lub hnub qub.

Qhov lees txais cov kev lees paub ua raug cai (accreditations) no kom tau txais 4 los sis 5 lub hnub qub yog tias cov qauv (standards) muab siv rau cov kev lees paub ua raug cai no yog thoob teb chaws lees paub txuas rau qhov ua tau zoo thiab txhua qhov kev lees paub ua raug cai (accreditation) yuav tsum tau soj ntsuam thiab tshuaj xyuas ntawm chaw tias muaj tseeb ntawm cov piv txww zoo sib xws piav qhia hauv YoungStar.

A) Kev Kawm Ntawv Thiab Kev Kawm Kev Cob Qhia ntawm Cov Neeg Ua Hauj Lwm (Cov Points Siab Kawg = 15)

Kws Qhia Ntawv Kev Kawm Ntawv thiab Kev Kawm Kev Cob Qhia: Tus kws qhia ntawv kev kawm ntawv raug muab xam tias yog ib qho ntawm feem ntau cov [kev ruaj ntseg qhia ua ntej ntawm qhov ua tau zoo hauv kev teeb tsa zov me nyuam thaum ntxov](#). Cov neeg ua hauj lwm thiab Tus muab kev pab zov me nyuam li kev kawm zov me nyuam ua ntej hnub nyoog kawm ntawv thiab kev kawm zov me nyuam hnub nyoog kawm ntawv cov kev kawm muaj cuab kav ua tau (qualifications) yuav raug muab tshuaj xyuas tias yeej muaj tseeb los ntawm Wisconsin Registry (Wisconsin Qhov Rau Npe). [The Registry](#) yog Wisconsin Qhov Kev Lees Paub rau Kev Zov Me Nyuam Ua Ntej Hnub Nyoog Kawm Ntawv thiab Txoj Hauj Lwm Kev Kawm. Qhov Rau Npe (The Registry) tshuaj xyuas kom paub tias yeej muaj kev kawm muaj cuab kav ua tau uas yog siv qhov ua tau zoo-raws daim ntawv qhia teev tseg (transcripts). Tas nrho cov kev kawm kev cob qhia raug muab teev cia los ntawm cov ntsiab lus kev paub raws li tau muab txhais los ntawm National Association for the Education of Young Children (NAEYC) los sis CDA cov ncauj lus raws li tau muab txhais los ntawm Council for Professional Recognition. Qhov Rau Npe muab ib daim ntawv pov thawj lees paub tias tau nkag mus txog rau qib thiab qhov kev kawm txuas ntxiv uas yuav tsum tau li tau muab txhais los ntawm Department of Children and Families.

Tus Thawj Coj Li Kev Kawm Ntawv thiab Kev Kawm Kev Cob Qhia: [Kev Tshawb Fawb](#) tau qhia pom lub luag hauj lwm hnyav ntawm kev zov me nyuam Tus Thawj Coj hauv tas nrho cov tuam tsev zov me nyuam; lawv muaj lub luag hauj lwm rau kev nrhiav neeg los ua hauj lwm, yuav neeg los ua hauj lwm, thiab ua tus coj ntawm cov neeg qhia ntawv, thiab-thaum uas tsim nyog – rau kev rho neeg tawm los sis tshem tawm cov neeg ua hauj lwm. Kev tshawb fawb tau qhia pom tias cov tuam tsev zov me nyuam uas muaj cov Thawj Coj muaj kev kawm muaj cuab kav ua tau hauj lwm muaj txiaj ntsig zoo. Cov Thawj Coj uas muaj degrees muaj ze li ib nrab ntawm cov tuam tsev zov me nyuam hauv xeev Wisconsin. Qhov kev ua yam no (category) lees paub ntau cov hauv kev tau txais cov points mus rau qib siab dua qub ntawm tus Thawj Coj cov kev kawm muaj cuab kav ua tau.

Puv Hnub piv rau Ib Nrab Nnub

YoungStar lees paub tias muaj ib txhia kev zov me nyuam hnub nyoog kawm ntawv muaj cov sij hawm qheb ua hauj lwm sib txaww raws li lub caij ntawm lub xyoo. Rau tag nrho cov kev ntsuas hauv daim ntawm no, yuav tau muab cov sij hawm xam rau cov xuaj moos hauv ib hnub los yog hauv ib lub lis piام uas qhov chaw qheb siv lo lus txhais rau puv hnub yog 8 xuaj moos ib hnub thiab 40 xuaj moos ib lis piام. Piv txww, yog ib tug neeg txheeb kev ua hauj lwm tau zoo hais kom ib qho kev zov me nyuam los mus muab 60 feeb rau kev qoj ib ce ua ub no hauv ib hnub, ces qhov kev zov me nyuam ib nrab hnub uas qheb 4 xuaj moos hauv ib hnub kuj yuav raug hais kom muab 30 feeb rau kev qoj ib ce ua ub no. Yog cov xuaj moos qheb muaj qhov txaww txav hauv lub lis piام, ib tug Kws Tshaj Lij Muab Tswv Yim/ Kws Ntaus Nqi Soj Ntsuam yuav siv qhov nruab nrab ntawm cov xuaj moos hauv ib hnub mus rau cov points rau cov zoo li no.

Rau cov hom phiaj ntawm YoungStar, lo lus txhais rau ib tug neeg ua hauj lwm puv hnub yog ib tug uas ua hauj lwm thaj tsam li ntawm 40 xuaj moos hauv ib lub lis piام rau 6 lub hlis lub xyoo los yog ntau dua. Yog li, yog qhov kev zov me nyuam qheb rau 3 lub hlis (ib feem plaub) ntawm lub xyoo thiab qhov kev zov me nyuam xav tau credit rau kev Ntsuas Qhov Ua Tau Zoo C.4.3 uas hais kom muaj 18 hnub so them nyiaj hauv ib lub xyoo rau cov neeg ua hauj lwm puv hnub, qhov kev zov me nyuam yuav tau ua kom pom tias lawv tau muab 4.5 hnub so rau cov neeg ua hauj lwm puv hnub hauv ib lub xyoo.

Cov Neeg Ua Hauj Lwm ntawm Cov Kev Zov Me Nyuam Pab Pawg: Rau cov ntawv thov YoungStar tau txais hauv xyoo 2013, cov cai tswj hauv qab no yuav siv rau hais txog cov neeg ua hauj lwm ntawm Kab 2 cov Kev Zov Me Nyuam Pab Pawg:

Rau YoungStar,² tus neeg uas raug muab taw los ua tus Thawj Coj yuav tsum tau nyob rawv ntawm chaw rau 25% ntawm tag nrho cov xuaj moos lawv ua hauj lwm rau qhov kev zov me nyuam thiab yuav tsum muaj cov luag hauj lwm hauv qab no:

1. Saib xyuas kev npaj thiab kev ua hauj lwm rau cov me nyuam
2. Saib xyuas cov neeg ua hauj lwm ntawm chaw
3. Neeg ua hauj lwm cov kev sib tham thiab kev cob qhia
4. Kev kawm ntawv txuas mus ntxiv rau cov neeg ua hauj lwm

Ib tug neeg tsuas nyob nrog hauv Qhov Rau Npe (The Registry) lub koom txoos ib qhov kev zov me nyuam ib zaug. Qhov no txhais tias, rau qhov kev xam rau YoungStar qhov ntaus nqi, ib tug neeg uas muaj cov luag hauj lwm rau ntau tshaj ib qho kev zov me nyuam yuav tsum xaiv lub koom txoos ib qho seb yuav nyob nrog qhov twg rau YoungStar kev ntaus nqi cov hom phiaj.

Cov Kev Zam—Cov kev zam rau txoj cai tswj 6 yuav tso cai rau:

- **Kev tswj hwm muaj lub hauv paus nruab nrab (centralized administration):** Yog qhov kev zov me nyuam raug tswj hwm los ntawm sab nraud ntawm qhov chaw, qhov kev zov me nyuam yuav tau thov ib qhov kev zam rau cov neeg ua hauj lwm uas YoungStar tau hais kom muaj. Cov luag hauj lwm 1 thiab 2 (teev saum toj saud) yuav tsum tau muab lis ua los ntawm ib tug neeg uas nyob rau ntawm chaw tsawg kawg 25% ntawm lawv cov xuaj moos ua hauj lwm. Cov luag hauj lwm 3 thiab 4 kuj muab tau los lis ua los ntawm ib tug neeg los yog ib cov neeg uas nyob tawm ntawm qhov chaw. Nyob rau cov zoo li no, qhov kev zov me nyuam muaj ob qho xaiv:
 - Qhov Xaiv 1: Teev ib tug neeg ntawm qhov chaw ua hauj lwm tswj hwm uas muaj lub luag hauj lwm rau 3 thiab/los yog 4 ua tus Thawj Coj.
 - Qhov Xaiv 2: Teev ib tug neeg uas nyob ntawm qhov chaw lis ua cov luag hauj lwm 1 thiab 2 ua tus Thawj Coj. **Yog qhov kev zov me nyuam xav xaiv qhov no thiab tus neeg muab teev ua tus Thawj Coj kuj tseem ho yog ib tug Thawj Kws Qhia Ntawv thiab ces, yuav tsum tau ua raws nraim li cov cai tswj rau Ob Txog Luag Dej Num (Dual-Role) (hauv qab no).**
- **Lus cim:** Rau YoungStar kev ntaus nqi cov hom phiaj, cov kev zov me nyuam muaj ntawv tso cai zov txog 31 leej me nyuam los yog ntau dua (txawm yuav yog yog puv hnub los yog ib nrab hnub ntawm qhov kev zov me nyuam) yuav tsum muaj ib tug Thawj Coj uas tsis raug muab mus tuav tus Thawj Kws Qhia Ntawv cov luag hauj lwm ntxiv. Tus neeg tuav txoj dej num ua tus Saib Xyuas Hauj Lwm Ntawm Chaw kuj yuav cev tes los mus pab tau tus Thawj Coj Pab Pawg cov luag hauj lwm yog ib tug neeg ua hauj lwm muaj mob, thaum lub sij hawm cov neeg ua hauj lwm theem so me ntsis/thaum noj mov (staff break/meal times), thaum muaj cov hauj lwm los yog kev ua ub no tshwj xeeb uas yuav tau muaj coob leej cov muaj hnub nyoog los rau hauv chav los yog muaj cov xwm txheej kub ceev.
- **Ob Txog Luag Dej Num:** Rau YoungStar kev ntaus nqi cov hom phiaj, cov kev zov me nyuam muaj ntawv tso cai zov txog 30 leej me nyuam los yog tsawg dua tej zaum, nyob hauv cov nqe lus hauv qab no, yuav muaj tau ib tug Thawj Coj uas ua hauj lwm li ib tug Thawj Kws Qhia Ntawv thiab:
 - Kom muaj feem tau txais 3 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 25% ntawm lub sij hawm qhov kev zov me nyuam qheb³ muab los siv rau cov luag hauj lwm ntawm tus Thawj Coj **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Thawj Coj tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 3 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav tus Thawj Coj lub luag dej num rau 10 xuaj moos hauv ib lub lis piام.
 - Kom muaj feem tau txais 4 lub Hnub Qub: Tus neeg tuav ob txog luag dej num muaj txog 37.5% ntawm lub sij hawm qhov kev zov me nyuam qheb muab los siv rau cov luag hauj lwm ntawm tus Thawj Coj **THIAB** ib tug neeg ua hauj lwm zov tau tsawg leej me nyuam yuav tsum ua raws li cov lus daim ntawv tso cai kom ua rau cov chaw zov me nyuam pab pawg muaj ntawv tso cai. Tus Thawj Coj tuav ob txog dej num yuav tsum muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 4 lub Hnub Qub. Piv txwv, yog qhov kev zov me nyuam qheb 40 xuaj moos hauv ib lub lis piام, tus neeg tuav ob txog luag dej num yuav tau tuav tus Thawj Coj lub luag dej num rau 15 xuaj moos hauv ib lub lis piام.

² Ntawv tso cai cov lus hais kom ua hais txog lub luag dej num ntawm tus Thawj Coj yuav txawv qhov ntawm YoungStar thiab yuav mus nrhiav tau ntawm no: <http://DCF.WISCONSIN.GOV/CHILD CARE/LICENSED/RULES.HTM>. Ntawv tso cai yog rau theem hauv paus rau kev noj qab haus huv thiab kev kaj huv hos YoungStar yog rau ib kajv ruam siab dua mus rau qhov ua tau zoo. Yog li, thaum ib qho kev zov me nyuam yuav ua raws li ntawv tso cai cov lus hais kom ua rau lub luag dej num ntawm ib tug Thawj Coj los, cov lus hais kom ua teev rau hauv daim ntawv no yuav muab siv rau YoungStar.

³ “Lub sij hawm qhov kev zov me nyuam qheb” txhais tias yog cov xuaj moos uas qhov chaw zovme nyuam txais cov me nyuam los zov. Yog qhov kev zov me nyuam muaj ib co xuaj moos ntxiv uas cov neeg ua hauj lwm nyob rau ntawd tab sis tsis muaj me nyuam rau zov, ces cov xuaj moos no suav tsis tau rau lub sij hawm qhov kev zov me nyuam qheb.

- Kom muaj feem tau txais 5 lub Hnub Qub: Ib tug Thawj Cojw ua hauj lwm puv hnub yuav tsum nyob rau ntawd, uas muaj cov kev kawm muaj cuab kav ua tau rau qhov kev ntaus nqi 5 lub Hnub Qub.

Kev xyuas tias cov kev zam rau txoj cai tswj 6 muaj tseeb: Kom xyuas tau tias qhov kev ntsuas no muaj tseeb, tej zaum qhov kev zov me nyuam yuav raug nug kom muab cov caij teem tseg, cov tw tshev them nyiaj, cov ntawv teev sij hawm, cov ntaub ntawv piav txog txoj hauj lwm, neeg ua hauj lwm cov phau ntawv tuav/los yog ntaub ntawv hais txog kev ua hauj lwm cov cai thiab cov txheej txheem.

Cov Hauv Kev Txhim Kho Txuj Ci Mus Ntxiv: Cov ntaub ntawv ntsig txog kev zov thaum ntxov thiab kev kawm ntawv thiab hnub nyoog kawm cov credit - raws feem kev kawm (credit-based course) cov twg muaj nyob rau hauv cheeb tsam tuaj yeem mus muab tau uas yog hu ncaj qha rau tus neeg hauv chaw ua hauj lwm ntawm tsev kawm qib siab, los sis mus ntsib ib tug kws paub txog kev txhim kho txuj ci mus ntxiv (Professional Development) los yog T.E.A.C.H. Early Childhood® Wisconsin Scholarship Counselor ntawm Wisconsin Early Childhood Association (WECA). Qhov ua tau (credit) rau kev xaiv ua ntej kev kawm yav dhau los yuav muab los ntawm cov tsev kawm qib siab. Cov ntaub ntawv ntau ntxiv ntsig txog Theem Rau Npe (The Registry Career Levels), cov hauv kev txhim kho txuj ci, thiab qhov ua tau (credit) rau kev xaiv ua ntej kev kawm yav dhau los muaj nyob rau ntawm daim ntawv ntxiv (appendix) xa nrog daim ntawv no.

Nyob rau hauv ob cov duab taw qhia hauv qab no rau Pab Pawg Cov Thawj Coj, tus Thawj Saib Xyuas Hauj Lwm Ntawm Chaw/Tus Dha Dej Num/Thawj Coj/Thawj Tswj Hwm, cov points tsis nce. Rau txhua tus neeg ua hauj lwm daim duab taw qhia qhov muaj cuab kav ua tau, qhov chaw zov me nyuam tau txais qhov ua tau (credit) rau qib siab kawg uas tau ua tiav saib rau ntawm Pab Pawg Cov Thawj Coj li kev kawm thiab tus Thawj Saib Xyuas Hauj Lwm Ntawm Chaw/Tus Dha Dej Num/Thawj Coj/Thawj Tswj Hwm li kev kawm ntawv. Yog ib tug Saib Xyuas Hauj Lwm Ntawm Chaw los yog Thawj Coj Pab Pawg qhov Theem Rau Npe (Registry Level) poob rau nrub nrob ntawm ob theem point, lawv yuav tau txais cov points rau qhov qis dua ntawm ob them. Piv txwv, yog cov Thawj Coj Pab Pawg rau 100% ntawm cov chav kawm nyob rau ntawm Theem Rau Npe 8, qhov kev zov me nyuam yuav tau txais 3 points vim cov Theem Rau Npe siab dua qhov ua kom tau nyob ntawm theem 3 points tab sis lawv ua tsis tau li qhov ua kom tau nyob rau ntawm theem 4 points. Ntxiv mus, piv txwv, yog ib tug Saib Xyuas Hauj Lwm Ntawm Chaw nyob rau ntawm Theem Rau Npe 10 tab sis tsis muaj 6 credits los ntxiv hauv kev saib xyuas/kev tswj hwm neeg ua hauj lwm, qhov kev zov me nyuam yuav tau txais 2 points vim cov Theem Rau Npe siab dua qhov ua kom tau nyob ntawm theem 2 points tab sis lawv ua tsis tau li qhov ua kom tau nyob rau ntawm theem 3 points. Txhua zaug qib kawm Associate's degree tau muab hais ua pov thawj rau ntawm daim ntawv no, 60 qhov ua tau (60 credits) txij high school rov saud yuav raug pom zoo lees txais txij qib Associate's degree.

A.1) Thawj Xib Hwb Cov Kev Kawm Muaj Cuab Kav Ua Tau

Cov Ntsuas Qhov Ua Tau Zoo–Thawj Xib Hwb Qhia Ntawv Cov Kev Kawm Muaj Cuab Kav Ua Tau	Kev Tshuaj Xyuas	Cov Points Muab
Cov Thawj Xib Hwb tau Child Development Associates (CDA) rau 50 feem pua ntawm cov chav kawm ntawv.	Rau Npe Qib 6	1
Cov Thawj Xib Hwb muaj 6 tus sib thooj credits dhau high school rau 25 feem pua ntawm tag nrho cov chav kawm ntawv.	Rau Npe Qib 7	1
Cov Thawj Xib Hwb muaj 6 tus sib thooj credits rau 50 feem pua ntawm tag nrho cov chav kawm ntawv. -Kom tau txog rau 3 Lub Hnub Qub	Rau Npe Qib 7	2
Cov Thawj Xib Hwb nrog Me Nyuam Mos/Me Nyuam Me los sis Suav Nrog Daim Ntawv Pov Thawj Kawm Tiav (Inclusion Credential) rau 50 feem pua ntawm cov chav kawm los sis muaj 18 tus sib thooj credits; tag nrho lwm cov chav kawm muaj ib tus Thawj Xib Hwb muaj tsawg kawg 6 tus sib thooj credits. -Kom tau txog rau 4 lub hnub qub	Rau Npe Qib 9	3
Cov Thawj Xib Hwb muaj Daim Ntawv Pov Thawj Kawm Tiav Kev Tuav Tswj los sis Qhia Ntawv Rau Cov Me Nyuam Me los sis muaj 24 tus sib thooj credits rau 50 feem pua ntawm cov chav kawm muaj ib tus Thawj Xib Hwb muaj tsawg kawg 6 tus sib thooj credits.	Rau Npe Qib 10	4
Cov Thawj Xib Hwb tau Associate's degree (AA) rau 50 feem pua ntawm cov chav kawm thiab tag nrho lwm cov chav kawm muaj ib tus Thawj Xib Hwb muaj tsawg kawg 6 tus sib thooj credits.	Rau Npe Qib 12	5
Cov Thawj Xib Hwb tau AA rau 50 feem pua ntawm cov chav kawm thiab muaj cov Thawj Xib Hwb tau txais Daim Ntawv Pov Thawj Tso Npe rau tag nrho lwm cov chav kawm	Rau Npe Qib 12	6
Cov Thawj Xib Hwb tau AA rau 100 feem pua ntawm cov chav kawm. - Kom tau txog rau 5 Lub Hnub Qub	Rau Npe Qib 12	7
Cov Thawj Xib Hwb tau AA rau 50 feem pua ntawm cov chav kawm thiab Bachelor's degrees/Bachelor's degrees nrog DPI cov ntawv tso cai rau lwm qhov 50 feem pua ntawm cov chav kawm.	Rau Npe Qib 12-14	8
Cov Thawj Xib Hwb tau qib sib thooj Bachelor's degrees rau 100 feem pua ntawm cov chav kawm los sis cov Bachelor's degrees nrog rau Department of	Rau Npe Qib 14 los sis	9

Public Instruction (DPI) daim ntawv tso cai los sis Master's degree los sis Doctorate.	siab dua	
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A.2) Tus Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau

Cov Ntsuas Qhov Ua tau Zoo – Tus Thawj Coj Cov Kev Kawm Muaj Cuab Kav Ua Tau	Kev Tshuaj Xyuas	Cov Points Muab
Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav (Administrator Credential) – <i>Kom tau txog rau 3 Lub Hnub Qub</i>	Rau Npe Qib 10	1
Associate's degree (sib thooj) los yog Bachelor's degree (tsis sib thooj) – <i>Kom tau txog rau 4 Lub Hnub Qub</i>	Rau Npe Qib 12	3
Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav thiab Associate's degree (sib thooj) los yog Bachelor's degree (tsis sib thooj) qhov twg los tau – <i>Kom tau txog rau 5 Lub Hnub Qub</i>	Rau Npe Qib 13	4
Bachelor' degree (sib thooj)	Rau Npe Qib 14	5
Bachelor's degree (sib thooj) thiab Thawj Tswj Hwm Daim Ntawv Pov Thawj Kawm Tiav los sis Master's degree los sis siab dua.	Rau Npe Qib 15 los sis siab dua	6

B) Ib Puag Ncig Chaw Kawm thiab Phau Ntawv Kawm (Cov Points Siab Kawg = 13)

Kom Tau Tsawg Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- ***Kom tau txog rau 3 Lub Hnub Qub:***
 - Qhov kev zov me nyuam yuav tsum siv qhov tus zov me nyuam-xaiv Kev Ntsuas Tus Kheej (Self-Assessment) mus rau ntawm Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub (Quality Improvement Plan).
- ***Kom tau txog rau 4 Lub Hnub Qub:***
 - Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig [Environment Rating Scale (ERS)] cov qhab nia ntawm 4 raws kev soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau cov cuab yeej luj hauv qab no: Me Nyuam Mos/Me Nyuam Me Kev Ntaus Nqi Ib Puag Ncig – Hloov Kho [Infant/Toddler Environment Rating Scale-Revised (ITERS-R)], Kev Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam Me-Hloov Kho [Early Childhood Environment Rating Scale-Revised (ECERS-R)], thiab/los sis Kev Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam Hnub Nyoog Kawm Ntawv [School-Age Care Environment Rating Scale (SACERS)].
- ***Kom tau txog rau 5 Lub Hnub Qub:***
 - Qhov kev zov me nyuam yuav tsum ua tiav **nruab nrab ntawm** qhov Kev Luj Ntaus Nqi Ib Puag Ncig [Environment Rating Scale (ERS)] cov qhab nia ntawm 5 raws kev soj ntsuam thiab tshuaj xyuas tias muaj tseeb nrog rau cov cuab yeej luj hauv qab no: Me Nyuam Mos/Me Nyuam Me Kev Ntaus Nqi Ib Puag Ncig – Hloov Kho [Infant/Toddler Environment Rating Scale-Revised (ITERS-R)], Kev Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam Me-Hloov Kho [Early Childhood Environment Rating Scale-Revised (ECERS-R)], thiab/los sis Kev Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam Hnub Nyoog Kawm Ntawv [School-Age Care Environment Rating Scale (SACERS)].

B.1.1, B.4.1-2) Cov Kom Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
B.1.1) <u>Ntsuas Tus Kheej</u> ntawm qhov kev zov me nyuam uas tau ua – <i>Kom tau txog rau 3 Lub Hnub Qub</i>	Qhov kev zov me nyuam tau qhia pom kev mob siab rau los mus ntsuas cov hauj lwm tseem ceeb ntawm txoj hauj lwm <u>uas tau txuas rau kev zov me nyuam ua tau zoo dua qub</u> thiab tau tsim ib daim phiaj xwm (plan) txhim kho cov hauj lwm tau teev tseg.	Ntsuam xyuas daim phiaj xwm kev ntsuas tus kheej los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	1
B.4.1) <u>Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam</u> (ECERS-R, ITERS-R thiab/los sis SACERS) nruab nrab ntawm qhab nia 4 – <i>Kom tau txog rau 4 Lub Hnub Qub</i>	Kev tshawb fawb raws txheej txheem txuas rau kev qhia pom qhov ua tau zoo hauv cov chaw tseem ceeb ntawm ib puag ncig chaw zov me nyuam thaum ntxov thiab cov muaj hnub nyoog kawm ntawv.	Nqes tes ua thiab muab sau cia los ntawm Tus Ntaus Nqi Soj Ntsuam (Observation Rater)	3
B.4.2) Ntaus Nqi Ib Puag Ncig Chaw Zov Me Nyuam (ECERS-R, ITERS-R thiab/los sis SACERS) nruab nrab ntawm qhab nia 5			4

Cov Points Uas Xaiv Ua Tau

B.1.2-3) Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
B.1.2) Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub uas tau paub los ntawm qhov kev ntsuas tus kheej tau muab los ua raws li txheej txheem kev txhim kho kom zoo dua qub.	Tshawb fawb raws cov cuab yeej tau muab siv muaj txiaj ntsig kom ntseeg tau tias daim phiaj xwm txhim kho kom zoo dua qub tau hais txog cov tseem ceeb khi nrog rau qhov ua tau zoo.	Ntsuam xyuas daim phiaj xwm txhim kho kom zoo dua qub los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
B.1.3) Daim Phiaj Xwm Txhim Kho Kom Zoo tau raug muab tshuaj xyuas tias muaj tseeb tiag los ntawm ib tus neeg sab nraud LOS SIS ntawm tsawg kawg ob xuaj moos ntxiv ntawm lub sij hawm siv ua hauj lwm nrog ib tus PDAS-tau pom zoo Kws Tshaj Lij Muab Tswv Yim (Technical Consultant) ntawm ib qhov hauj lwm los ntawm qhov hauj lwm Daim Phiaj Xwm Txhim Kho Kom Zoo Dua Qub.	Kev tshuaj xyuas tsis zwm rau leej twg ntawm kev mob siab los mus txhim kho qhov ua tau zoo muab kev pov hwm zoo dua ntawm txheej txheem muaj txiaj ntsig.	Ntsuam xyuas daim phiaj xwm txhim kho kom zoo dua qub los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

B.2.1-2) Wisconsin Cov Qauv Txheej Txheem Kev Kawm Ua Ntej (Wisconsin Model Early Learning Standards) thiab Wisconsin Phiaj Xwm Hnub Nyoog Kawm Ntaww (Wisconsin School-age Curricular Framework) - Cov Points Uas Xaiv Ua Tau.

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
B.2.1) Tsawg kawg 50 feem pua ntawm Cov Thawj Xib Hwb/Pab Pawg Thawj Coj tau txais kev kawm kev cob qhia hauv WMELS los sis Phiaj Xwm Hnub Nyoog Kawm Ntaww (School-Age Curricular Framework). LOS SIS Tas nrho Cov Thawj Xib Hwb/Pab Pawg Thawj Coj tau txais kev kawm kev cob qhia hauv WMELS los sis Phiaj Xwm Hnub Nyoog Kawm Ntaww (School-Age Curricular Framework).	WMELS tau txais kev lees paub hauv teb chaws tias yog ib tus cuab yeej siv muaj txiaj ntsig txhim kho cov kev coj ua hauv kev teeb tsa chaw zov me nyuam. Lawv tsim kev sib txuas ntawm kev hloov kho yam tsim nyog thiab muab kev saib xyuas thaum ntxov hauv qee qhov tseem ceeb. Kev tshawb fawb nrog qhov kev coj ua uas tsim nyog ntawm kev hloov kho yam tsim nyog (DAP) mus rau kev zov me nyuam tau zoo dua qub. Cov kev zov me nyuam hnub nyog kawm ntaww yuav mus ua ke nrog rau School-Age Curricular Framework.	Qhov Rau Npe tshuaj xyuas tias muaj tseeb Kev tshawb fawb nrog qhov kev coj ua uas tsim nyog ntawm kev hloov kho yam tsim nyog (DAP) mus rau kev zov me nyuam tau zoo dua qub. Cov kev zov me nyuam hnub nyog kawm ntaww yuav mus ua ke nrog rau School-Age Curricular Framework.	1 tus credit yog tias 50 feem pua ntawm cov kws qhia/pawg thawj coj ua tau raws li kev ntsuas 2 credits yog tias 100 feem pua ntawm cov kws qhia/pawg thawj coj ua tau raws li kev ntsuas
B.2.2) Cov phau ntaww mus ua ke nrog rau Wisconsin Model Early Learning Standards thiab Wisconsin Afterschool Network (WAN) School-Age Curricular Framework rau cov me nyuam hnub nyog kawm ntaww.		Ntsuam Xyuas los ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1

B.3.1-3) Txiaj Ntsig Tau Rau Me Nyuam – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
B.3.1) Qhov kev zov me nyuam siv cov ntaub ntaww hais txog me nyuam tus kheej (individual child portfolios)	Cov ntaub ntaww ntiag tug ntawm me nyuam tau muab sau cai thiab muab kho xwv kom thiaj muab tau kev pab haum rau cov kev kawm ua ub no.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
B.3.2) Xib Hwb siv txoj kev npaj	Xib Hwb siv cov ntaub ntaww hais txog tus	Lij Muab Tswv Yim	1

los mus kho cov txiaj ntsig tau rau me nyuam kom zoo dua qub.	me nyuam nws tus kheej mus npaj kev qhia rau me nyuam txhawb nws tus kheej tej nws ua tau (strengths).		
B.3.3) Taug qab xyuas cov txiaj ntsig tau rau txhua tus me nyuam. Nco Tseg: Qhov point no yuav tsis tau txais yog tias qhov chaw zov me nyuam tsis tau txais point rau qhov ntsuas B.3.1 thiab B.3.2 THIAB lawv yuav tsis tau txais qhov point no nyob rau thawj xyoo yog tias lawv tseem tsis tau pib taug qab xyuas cov txiaj ntsig tau rau me nyuam.	Nws yog ib qho tseem ceeb qhia tawm kom paub tias kev cob qhia kws qhia ntawv thiab me nyuam kev sib fim yuav ua rau cov txiaj ntsig tau rau me nyuam zoo dua qub.		1

C) Dej Num thiab Kev Tshaj Lij Coj Ua (Cov Points Siab Kawg = 7)

Kom Tau Tsawg Kawg rau 2, 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau txog rau 2 Lub Hnub Qub:**
 - Qhov kev zov me nyuam kos npe rau YoungStar Daim Ntawv Cog Lus thiab txaus siab txais cov me nyuam uas tau txais Wisconsin Shares cov nyiaj pab.
- **Kom tau txog rau 3 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muaj peev nyiaj txhua xyoo mus tsis tu ncu, them se thiab ua pom tias muaj ntaub ntawv tseg cia.
- **Kom tau txog rau 4 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muaj cov cai yuav neeg los ua hauj lwm thiab muaj cov txheej txheem sau cia.
- **Kom tau txog rau 5 Lub Hnub Qub:**
 - Qhov kev zov me nyuam siv Cov Qauv Cag Ua Hauj Lwm (Model Work Standards).

C.2.1-3) Cov Kom Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
C.2.1) Qhov kev zov me nyuam ua kom pom tag nrho li hauv qab no: txhua qhov kev siv peev nyiaj hauj lub xyoo; tshuaj xyuas nyiaj txiaq; kev ceev ntaub ntawm them se yog lawm thiab raws caij nyooog. -Kom tau txog rau 3 Lub Hnub Qub	Kev Tshawb Fawb txuas rau cov dej num thiab kev tshaj lij coj ua txhawm rau ua kom ib puag ncig chaw kawm tau zoo uas tuaj yeem txhawb rau kev qhuab qhia thiab sib cuam tshuam sib fim ntawm cov neeg ua hauj lwm thiab cov me nyuam.	Ntsuam xyuas phiaj xwm dej num los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	1
C.2.2) Muab ib daim qauv ntawm daim ntawv sau txog kev ua hauj lwm cov cai thiab cov txheej txheem xws li ntawv piav txog txoj hauj lwm thiab kev yuav neeg los ua hauj lwm, cov kev cai rau cov neeg ua hauj lwm, nyiaj hli/lwm yam txiaj ntsig, txheej txheem kev ntsuam xyuas neeg ua hauj lwm, kev cai qhuab qhia neeg ua hauj lwm, txheej txheem hais daws teeb meem, kev cai zov me nyuam thiab neeg ua hauj lwm cov kev cia siab xav tau. - Kom tau txog rau 4 Lub Hnub Qub			1
C.2.3) Qhov kev zov me nyuam muab pov thawj ntawm kev siv Qauv Coj Qauv Cag Ua Hauj Lwm			1

(Model Work Standards) rau kev tswj hwm dej num nrog rau kev yuav neeg los ua hauj lwm, neeg ua hauj lwm thiab phiaj xwm dej num. - - Kom tau txog rau 5 Lub Hnub Qub			
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Cov Points Uas Xaiv Ua Tau

C.3.1-5) Kev Txhim Kho Txuj Ci Mus Ntxiv – Cov Points Uas Xaiv Ua Tau

Cov Qhov Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points Muab
C.3.1) Daim phiaj xwm-teeb tsa kev ntsuas neeg ua hauj lwm nyob hauv ib lub xyoos nrog rau lub hom phiaj txhim kho txuj ci mus ntxiv.	Kev txhim kho txuj ci ntxiv mus yog txuas mus rau kev zov me nyuam uas ua tau zoo dua qub nrog rau kev ntsuam xyuas neeg ua hauj lwm, mus muab tau kev txhim kho txuj ci <u>txuas mus rau zov me nyuam uas ua tau zoo</u> . Cov neeg ua hauj muab tau kev txhim kho txuj ci cov ntaub ntawv yuav txhawb nqa lawv li kev paub kom zov me nyuam tau zoo dua qub.	Ntsuam xyuas cov ntaub ntawv khaws tseg los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim. Cov phaj tshab (benefits) yuav rau muab los xyuas tias muaj tseeb raws li cov muaj tam sim no los sis lawv tau muaj nyob rau xyoo tas los no	Yog tias ob los sis ntau dua ntawm cov kev ua hauj qab no tau raug muab tshuaj xyuas tias muaj tseeb, tuam tsev zov me nyuam tau txais ib point
C.3.2) Muab tau kev txhim kho txuj ci cov nyiaj los mus them cov nqi siv ntsig txog kev cob qhia uas tau raws li cov hom phiaj ntawm tus neeg ua hauj lwm daim phiaj xwm txhim kho txuj ci ntawm tus kheej, nrog rau <u>tau T.E.A.C.H. Pab Nyiaj Kawm Ntawv</u> rau qhov ua tau zoo raws li cov lus qhia.			
C.3.3) Muab tau kev txhim kho txuj ci cov ntaub ntawv muaj nyob ntawm chaw (xws li cov phau ntawv, ntawv tshaj xov xwm magazines, los sis lwm cov ntaub ntawv hais txog kev loj hlob ntawm me nyuam).			
C.3.4) Tus Thawj Coj los sis Tus Thawj Tswj Hwm ua tswv cuab rau hauv ib lub koom haum txuj ci (professional association) xyuas txog kev zov me nyuam thaum ntxov thiab kev kawm ntawv thiab ua tswv cuab rau hauv ib lub koom haum txuj ci (professional association) xyuas txog cov me nyuam hnub nyoog kawm ntawv yog tias muaj cov me nyuam hnub nyoog kawm ntawv tau rau npe kawm. (ua tswv cuab rau hauv ib lub koom haum uas xyuas txog ob pawg me nyuam mos liab/me nyuam me thiab pawg me nyuam hnub nyoog kawm ntawv kuj suav tau rau qhov point no).	Muaj kev sib koom tes txhim kho txuj ci nrog cov neeg ua hauj lwm ntawm chaw zov me nyuam yog ib qho chaw tau xov tseem ceeb thiab txhawb nqa rau cov neeg zov me nyuam.		
C.3.5) 75 feem pua los sis siab dua ntawm kev ceev cov neeg ua hauj lwm kawm ntawv siab (Associate's Degree los sis siab dua) cov Thawj Xib Hwb thiab kev tswj hwm kev zov me nyuam nyob rau lub sij hawm tshaj peb xyoos.	Muaj cov neeg ua hauj lwm ruaj ntseg hauv kev teeb tsa zov me nyuam yog txuas mus rau qhov ua tau zoo.		

C.4.1-4) Neeg Ua Hauj Lwm li Phaj Tshab– Cov Points Uas Xaiv Ua Tau

Cov Qhov Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points
C.4.1) Muaj ntawv pov hwm kho mob nkeeg muab rau neeg ua hauj lwm, uas tus tswv yuav neeg los ua hauj lwm muab pub ntxiv 25 feem pua los sis siab dua rau cov neeg ua hauj lwm puv hnub.	Cov neeg ua hauj lwm li phaj tshab kuj tseem txuas nrog qhov kev zov me nyuam tau Cov neeg ua hauj lwm li phaj tshab kuj tseem txuas mus rau zao nrog rau kev ntsuam xyuas neeg ua hauj lwm, tau txais kev txhim kho txuj ci tau <u>txuas mus rau kev zov me nyuam tau zao</u> . Cov phaj tshab tseem txuas mus rau kev ua hauj lwm ntev thiab muaj neeg tawm hauj lwm tsawg hauv kev teeb tsa zov me nyuam.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim.	Yog tias ob los sis ntau cov kev ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point.
C.4.2) Muaj nyiaj laus (pension/retirement plan) nrog rau qhov tus tswv hauj lwm muab ntxiv.			
C.4.3) Cov ua hauj lwm thawj xib hwbl tau nyiaj lub sij hawm so ntau txog 18 hnub los sis ntau dua hauv ib xyoos uas muab mus siv tau txuas rau kev them rau hnub so hauj lwm thiab/los sis hnub uas tus neeg ntawd muaj mob. Sij hawm so tsis ua hauj lwm muab faib raws qhov tsim nyog rau cov ua hauj lwm ib nrab hnub. Cov hnub so hauj lwm yuav muab los siv tau rau thawj xyoos ua hauj lwm.			
C.4.4)) Muaj rooj sib tham ntawm tas nrho cov neeg ua hauj lwm ib hlis ib zaug them nyiaj 2 xuaj moos rau cov sij hawm siv rau kev npaj hauj lwm hauv ib lub lis piام rau Cov Thawj Xib Hwb.			

C.5.1-6) Niam Txiv/Yim Neeg Koom Nrog – Cov Points Uas Xaiv Ua Tau

Cov Qhov Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points
C.5.1) Qhov kev zov me nyuam muaj tas nrho cov hauv qab no: <ul style="list-style-type: none"> Ib tsab ntawv sau piav txog qhov kev zov me nyuam li laj lim tswv yim muab rau txhua yim neeg; THIAB muaj cov ntaub ntawv khoom siv thiab cov chaw muab kev pab uas yog ib tus txheej txheem los sis ib qhov kev sib cev lus uas tau raws li cov kev xav tau ntawm cov yim neeg; THIAB muaj cov kev nthuav qhia ntau yam rau tas nrho cov yim neeg ua ntej rau npe kawm; THIAB txhawb kom niam txiv tuaj soj ntsuam qhov kev zov me nyuam. 	<u>Kev koom tes ruaj khov ntawm niam txiv</u> hauv kev zov me nyuam yog txuas mus rau qhov ua tau zao.	Ntsuam Xyuas los ntawm Kws Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswv Yim	Yog tias ob cov kev ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point
C.5.2) Cov yim neeg muaj txoj hauv kev muab lus pom rau chaw zov me nyuam cov kev cai thiab cov txheej txheem; muaj cov pab pawg muab tswv yim/niam txiv thiab cov thawj tswj kev koom tes ua tswv cuab muaj rau cov niam txiv koom tau.			Yog tias peb los sis ntau qhov kev ua tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ob points.
C.5.3) Muaj rooj sib tham nrog niam txiv tsawg kawg ib xyoos ib zaug thiab ntau dua yog tias xav tau txhawm rau sib tham txog kev nce qib ntawm me nyuam.			
C.5.4) Muaj kev sib txuas lus tsis tu ncua, mus tas li ntawm cov neeg ua hauj lwm, cov yim neeg thiab tsev kawm uas muaj qhov kev sib ntseeg thiab sib hwm, thiab sib pab kom ntseeg tau tias cov kev hloov chaw tom tsev mus rau qhov chaw zov me nyuam, los ntawm chaw zov me nyuam rau lwm qhov chaw zov me nyuam, los ntawm tsev kawm rau chaw zov me nyuam thiab chaw zov me nyuam rau tsev kawm mus tau zao; kev sib txuas lus tshwm sim hauv ntau yam xws li sib ntsib tim ntsej tim muag, sau ntawv, hu xov tooj, xa emails thiab ntawv tshaj xov xwm hais txog tej yam hloov tshab.			

<p>Yog tias muaj cov me nyuam hauv qhov kev zov me nyuam uas kawm ntaww, kev sib tham sib cev lus ntawm cov neeg ua hauj lwm zov me nyuam thiab cov neeg ua hauj lwm hauv tsev kawm ua kom pom tau tias kev hloov chaw los ntawm tsev kawm mus rau qhov kev zov me nyuam mus los tau zoo thiab ntawm chaw zov me nyuam mus rau tsev kawm.</p> <p>C.5.5) Kev cuag sab nraud nrog niam txiv thiab yim neeg, kev kawm thiab kev sib ntsib muaj tsawg kawg ob zaug nyob rau ib xyoos.</p> <p>C.5.6) Muaj ntaub ntaww qhia rau yim neeg txog tej kev uas me nyuam tau ua rau hnub ntawd, cov hauj lwm teem ua ib hnub rau ib hnub thiab yog muaj tej qhov kev raug mob li cas los sis tej yam tshwj xeeb (special events) nrog rau tej kev hloov pauv ntawm me nyuam li kev noj qab haus huv los sis kev noj haus.</p>			
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D) Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo (Cov Points Siab Kawg = 5)

Kom Tau Tsawg Kawg rau 3, 4 thiab 5 Lub Hnub Qub

- **Kom tau txog rau 3 Lub Hnub Qub:**
 - Qhov kev zov me nyuam muab khoom noj muaj txiaj ntsig zoo.

D.1.1) Cov Kom Tau Tsawg Kawg

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points
D.1.1) Cov plusa noj los sis khoom noj txom ncauj muaj txiaj ntsig zoo muab rau me nyuam noj txhua hnub hauv chaw zov me nyuam.	Kev muab khoom noj muaj txiaj ntsig zoo ua rau kev noj haus zoo tsis muaj mob thiab tiv thaiv lub cev qhov rog lawm yav tom ntej.	<p>Kom tau txais qhov point no, cov chaw zov me nyuam yuav tsum ua tau raws li nqe lus 1 thiab 2 hauv qab no:</p> <p>1) Chaw zov me nyuam yuav tsum A) Koom Nrog Qhov Kev Pab Cuam Khoom Noj Rau Me Nyuam Thiab Cov Muaj Hnub Nyoog [Child and Adult Care Food Program (CACFP)] LOS SIS</p> <p>B) Muab cov zaub mov thiab khoom txom ncauj uas ua tau raws li CACFP cov lus qhia raws li tau ua pom hauv peb lub hlis. Tej zaum kuj yuav kom muab lwm yam pov thawj rau tej qhov (xws li cov tw ntawv receipts, thiab lwm yam ntixiv.)</p> <p style="text-align: center;">THIAB</p> <p>2) Qhov chaw zov me nyuam yuav tsum muaj cov kev cai thiab cov txheej txheem los hais txog me nyuam noj tsis haum zaub mov thiab tsim kev yooj yim rau cov kev txwv noj tsis tau zaub mov.</p>	1

Cov Points Uas Xaiv Ua Tau

D.1.2-4) Kev Noj Qab Haus Huv thiab Muaj Dag Zog Zoo – Cov Points Uas Xaiv Ua Tau

Cov Qauv Ntsuas	Kev Piav Uas Muaj Pov Thawj	Kev Tshuaj Xyuas	Cov Points
D.1.2) Chaw zov me nyuam muab tsawg kawg 60 feeb ntawm kev tawm dag zog muab lub cev ua ub no hauv ib hnub.	Kev Tshawb Fawb qhia pom tias kev tawm dag zog muab lub cev ua ub no yog ib qho ua nyob rau niaj hnub rau me nyuam kom txhawb	Kev teem sij hawm nyob rau niaj hnub uas muaj rau kev ntsuam xyuas thiab kev tshuaj xyuas los	1

<p>Nco Tseg: Qhov 60 feeb yuav muab kho kom haum rau cov chaw zov me nyuam uas qhib tsawg dua 8 xuaj moos nyob rau ib hnub.</p>	<p>nqa lub dag zog zoo tiv thaiv lub cev roq yav tom ntej.</p>	<p>ntawm Tus Ntaus Nqi Soj Ntsuam/Kws Tshaj Lij Muab Tswy Yim thiab txhawb ib qho piv txwv zoo rau kev tawm dag zog lub cev los mus txhawb lub cev kom muaj zog khov kho.</p>	
<p>D.1.3)</p> <p><u>Rau1 point</u></p> <p>50 feem pua ntawm Cov Thawj Xib Hwb thiab tus Thawj Coj tau ua tiav ib qho twg ntawm tsib qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> --3 credits ntawm kev koom nrog thiab/los sis kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus kheej; --Wisconsin Lub Hnub Qub Peb Ceg rau Kev Cob Qhia Txog Kev Sib Raug Zoo Nrog Neeg thiab Kev Tswj Tus Kheej (Wisconsin Pyramid Model for Social and Emotional) (24 xuaj moos); (24 hours); --Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa [Positive Behavioral Intervention and Supports (PBIS)] (15 xuaj moos); --Qhia Me Nyuam Kev Tswj Tus Kheej (15 xuaj moos); --Haiv Neeg Tribes TLC (12 xuaj moos); los sis --Rau Npe-tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los sis ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me nyuam xav tau kev pab saib xyuas kev noj qab haus huv tshwj xeeb. <p><u>Rau 2 points</u></p> <p>100 feem pua ntawm Cov Thawj Xib Hwb thiab tus Thawj Coj tau ua tiav ib qho twg ntawm tsib qhov kev xaiv hauv qab no:</p> <ul style="list-style-type: none"> --3 credits ntawm kev koom nrog thiab/los sis kev kawm kev cob qhia txog kev raug zoo nrog tib neeg-kev tswj tus kheej; --Wisconsin Lub Hnub Qub Peb Ceg rau Kev Cob Qhia Txog Kev Sib Raug Zoo Nrog Neeg thiab Kev Tswj Tus Kheej (Wisconsin Pyramid Model for Social and Emotional) (24 xuaj moos); --Kev Tswj Tus Kheej Zoo thiab Kev Txhawb Nqa [Positive Behavioral Intervention and Supports (PBIS)] (15 xuaj moos); --Qhia Me Nyuam Kev Tswj Tus Kheej (15 xuaj moos); --Haiv Neeg Tribes TLC (12 xuaj moos); los sis --Rau Npe-tshuaj xyuas tias muaj tseeb ntawm 15 xuaj moos los sis 	<p>Kev Tshawb Fawb qhia pom yam ruaj khov tias qhov muaj tus cag khov kho ntawm kev raug zoo nrog tib neeg thiab kev tswj tus kheej yog ib qhov tseem ceeb rau me nyuam kev nce qib mus tom ntej thiab npaj tau mus kawm ntawv.</p>	<p>Qhov Rau Npe tau tshuaj xyuas tias muaj tseeb</p>	<p>1 los yog 2</p>

ntau dua ntawm YoungStar-kev pom zoo cob qhia uas tsis tau credit txog kev koom nrog, zov cov me nyuam muaj mob xiam oob qhab, thiab cov me nyuam xav tau kev pab saib xyuas kev noj qab haus huv tshwj xeeb.			
<p>D.1.4) Tsawg kawg 50 feem pua ntawm Cov Thawj Xib Hwb/Tus Thawj Coj tau txais kev cob qhia hauv kev pov thaiv lub sij hawn ua hauj lwm nrog cov niam txiv los ntawm qhov Muab Kev Txhawb Cov Yim Neeg Kom Khov (Strengthening Families Initiative): http://wctf.state.wi.us/home/StrengtheningFamilies.htm. Ib qhov zoo ib yam li no ntxiv uas yuav raug lees yuav yog Kev Pab Yim Neeg Daim Ntaww Pov Thawj Kawm Tiav (Family Services Credential).</p> <p>LOS SIS</p> <p>100 feem pua ntawm Cov Thawj Xib Hwb/Tus Thawj Coj tau ua tiav Chav Ua Hauj Lwm-pom zoo Muab Kev Pov Thaiv Me Nyuam Ntawm Kev Tsim Txom thiab Tsis Saib Xyuas thiab Ua Ib Tus Thoob Xo Qhia Paub Qhov Kev Cob Qhia (Department-approved Suspected Child Abuse and Neglect Mandated Reporter Training Program (SCAN-MRT) los sis qhov kev cob qhia Tsaus Ntuj rau Pom Kev (Darkness to Light) los mus pab teev, tiv thaiv thiab thoob xo qhia paub kev tsim txom thiab tsis saib xyuas me nyuam: http://www.wcwts.wisc.edu/related-training/mandated-reporter/Default.aspx.</p>	<p>Tiv thaiv kev tsim txom thiab tsis saib xyuas me nyuam tau muab txuas rau Muab Kev Txhawb Cov Yim Neeg Kom Khov kev tiv thaiv hauv me nyuam thiab niam txiv.</p> <p>Cov neeg zov me nyuam muaj lub luag hauj lwm hnyav ua kom ntseeg tau tias me nyuam muaj kev nyab xeeb tsis raug dab tsi hauv chaw teeb tsa zov me nyuam thiab ua ib qhov chaw tseem ceeb pab rau cov yim neeg paub thaum ntxov txog cov cim qhia txog kev nyuaj siab thiab kom thoob xo qhia paub txog kev tsim txom tsis saib xyuas raws li txoj cai kom ua. Kev kawm kev cob qhia tsis tseg yog ib qhov yuav tau ua kom ntseeg tau tias cov qauv muaj kev ruaj khov.</p>	Qhov Rau Npe tau tshuaj xyuas tias muaj tseeb	Yog tias ib qho ntawm ob qhov hauv qab no tau raug muab tshuaj xyuas tias muaj tseeb, qhov kev zov me nyuam tau txais ib point

Daim Ntawv Ntxiv

Cov Hauv Kev Txhim Kho Txuj Ci Mus Ntxiv Rau Qhov Credit Raws Cov Lus Qhia:

Rau cov uas muaj siab xav kawm kom tau credit kawm ntawv qib siab rau kev qhia ntawv rau me nyuam thaum ntxov, muaj cov ntaub ntawv nyuam qhuav kho tshiab sai sai no rau cov kev xaiv – xws li muaj ob txoj kev qhov kheev ua thiab tsis tau ua dua yav dhau los (traditional and non-traditional routes) (nrog rau muaj kawm online, ob hnub so (weekend) thiab yav tsaus ntuj, thiab qhov kawm tau sai sai) – uas yog hu ncaj qha mus rau qhov chaw ua hauj lwm ntawm kev kawm qib siab. Ib txoj kev xaiv ntxiv yog hu rau T.E.A.C.H. tus muab kev sab laj thov nyiaj pab kawm ntawv nyob rau ntawm Wisconsin Early Childhood Association: xov tooj 1-800-783-9322, ext. 7240 los yog email teach@wisconsinearlychildhood.org. Koj kuj nug txog yuav ua li cas thiab tsim nyog tau txais peev nyiaj pab.

Kom pab tau koj, WECA qhov website, <http://www.wisconsinearlychildhood.org/teach/index.php> qhia paub txog T.E.A.C.H. Ib qhov txuas rau ntawm qhov site no (Wisconsin Colleges and Universities) yuav coj koj mus rau ntawm ib daim duab kos uas muaj tag nrho Wisconsin cov chaw ua hauj lwm ntawm kev kawm qib siab; tsuas nias rau ntawm lub college los sis lub university uas koj xav saib xwb ces yuav nkag tau mus rau hauv lawv lub website thiab qhov chaw qhia tias yuav mus ntsib los yog hu tau rau lawv li cas. WECA lub website kuj muaj T.E.A.C.H. online qhia cov npe ntawm cov kev kawm uas muaj nyob hauv cov tsev kawm ntawv qib siab Wisconsin Technical College System.

Cov Hauv Kev Pab Qhia Txog Kev Txhim Kho Txuj Ci (Professional Development Counseling Support opportunities) muaj nyob hauv Wisconsin Early Childhood Association. Cov ntaub ntawv muaj nyob rau ntawm:
<http://wisconsinearlychildhood.org/programs/youngstar/PDcounseling/>

Tau Credit Rau Kev Kawm thiab Kev Paub Yav Dhau Los (Credit for Prior Learning and Experience):

Cov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab (Institutions of Higher Education) kuj muab credit rau kev kawm yav dhau los thiab muab degree credit(s) rau cov uas muaj rab peev xwm ua pom cov txuj ci thiab tej kev paub uas lawv tau txais yav dhau los ntawm txoj kev kawm tsis tau kheev muaj dua los (non-traditional schooling), kev ua hauj lwm los sis lwm cov kev paub tau ntsib hauv lub neej. Credit rau Kev Kawm Yav Dhau Los [Credit for Prior Learning (CPL)] yuav pab tau cov kws qhia ntawv rau me nyuam thiab cov zov me nyuam kom yooj yim rau lawv mus nrhiav kawm rau qib siab dua mus ntxiv. Hauv Wisconsin, txhua lub tsev kawm qib siab nyias tau teeb tsa nyias ib tus txheej txheem los muab kev ntsuam xyuas. Tus txheej txheem tau hais kom tus kws qhia ntawv/tus muab kev pab zov me nyuam los sau tej kev kawm thiab tau ntsib hauv lub neej. Cov piv txwv muaj xws li: cov ntawv pov thawj tau los ntawm kev mus kawm kev cob qhia, cov ntaub ntawv (portfolio) uas qhia txog tej kev paub los ntawm kev ua hauj lwm yav dhau los thiab cov ntawv sau tseg (transcripts) yog tias muaj. Muaj T.E.A.C.H. cov neeg muab kev sab laj thov nyiaj (scholarship counselors) yuav pab sawv daws mus cuag qhov kev pab cuam me nyuam thaum ntxov (early childhood program) uas txhawb nqa txoj hauj lwm no nyob rau ntawm txhua qhov Chaw Ua Hauj Lwm Ntawm Kev Kawm Qib Siab.

YoungStar Cov Phau Ntawv Muab Los Ua Pov Thawj

Harms, Thelma, Debby Cryer, and Richard M. Clifford. Family Child Care Environment Rating Scale, Revised Edition, Updated. New York: Teachers College Press, 2007.

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Harms, Thelma, Ellen Vineberg Jacobs, and Donna Romano White. School-Age Care Environment Rating Scale, New York: Teachers College Press, 1996.

Talan, Teri N. and Paula Jorde Bloom. Business Administration Scale for Family Child Care. New York: Teachers College Press, 2009.

Talan, Teri N. and Paula Jorde Bloom. Program Administration Scale: Measuring Early Childhood Leadership and Management. New York: Teachers College Press, 2004.



Career Levels

Last Updated 3/2013

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	
		Approved Training¹			Non-Credit Credentials	Credit Based Credentials				
Registry Membership	Verified high school diploma or GED	80 hours tiered training (any tier)	120 hours tiered training (any tier)	160 hours tiered training (40 hours must be tier 2 or 3 training)	CDA Montessori Credential ² Family Services Credential	Mentor and Mentor-Protege ³ (5 credits)	Family Services Credential or equivalent ⁴ (6-9 credits)	Registry Credentials ⁵ ▪ Afterschool and Youth Development ▪ Inclusion ▪ Infant Toddler ▪ Leadership ▪ Program Development	Registry Credentials ⁶ ▪ Administrator ▪ Preschool Apprenticeship Program (18 credits)	
This includes entry level course hours (effective after January 1, 2009)					Credit Based Increments		6 related credits	12 related credits	18 related credits	24 related credits

Level 11	Level 12	Level 13	Level 14	Level 15	Level 16	Level 17
Early Childhood and Youth Development Degrees						
1 Year Diploma ⁷	Associate's Degree	Associate's Degree + Registry Credential	Bachelor's Degree	Bachelor's Degree + Registry Credential	Master's Degree	Doctorate
Any 2 Registry Credentials			Bachelor's Degree + DPI License ⁸	Bachelor's Degree + Registry Credential + DPI License ⁸	Master's Degree + DPI License ⁸	Doctorate + DPI License ⁸
Credit Based Increments	Degrees in Another Field					
30 related credits	Bachelor's Degree	Bachelor's Degree + Registry Credential	Master's Degree	Doctorate	Master's Degree + 36 related credits	Doctorate + 36 related credits
	Associate's Degree + 30 related credits	Bachelor's Degree + 30 related credits	Bachelor's Degree + 36 related credits	Master's Degree + Registry Credential		

¹Approved Training is training awarded a specific tier as approved by The Registry and taught by a Registry approved trainer.

²Montessori Credential accredited by MACTE only. Other out-of-state Credentials submitted will be evaluated on an individual basis.

³Must be taken in the role of Mentor.

⁴Equivalent is the 9-12 credit technical diploma from Northeast Wisconsin Technical College.

⁵Each individual Registry Credential eligible for Level 9 is comprised of 4 specific courses (12 total credits) per Credential.

⁶Each individual Registry Credential eligible for Level 10 is comprised of 6 specific courses (18 total credits) per Credential.

⁷One-year diploma is comprised of specific coursework totaling 24 or more credits.

⁸DPI licenses recognized are for Professional Educator license type. Substitute teacher and/or instructional aide are not eligible.